

# Angelini Industries ESG Plan 2024-2026

# WE ARE NATIVELY SUSTAINABLE SINCE OVER 100 YEARS



## FROM OUR ROOTS...

"Wealth has only one moral justification in its use for the creation of other sources of employment."

- Francesco Angelini - Founder

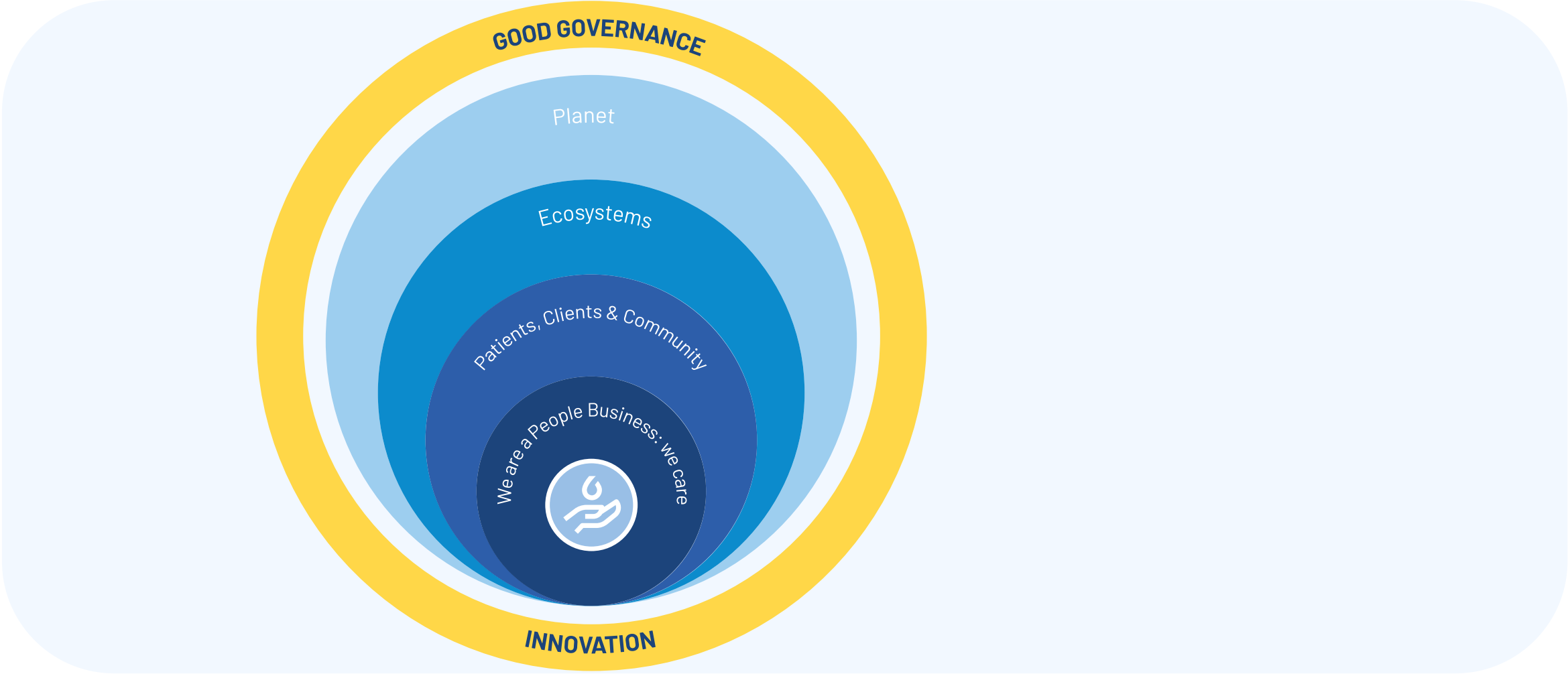


## ...TO OUR FUTURE

We envision a world regenerated through care, where our commitment to people, communities, ecosystems, and the planet is driven by relentless innovation and governed by the highest standards of integrity



# ESG PLAN 2024-2026



# ESG PLAN

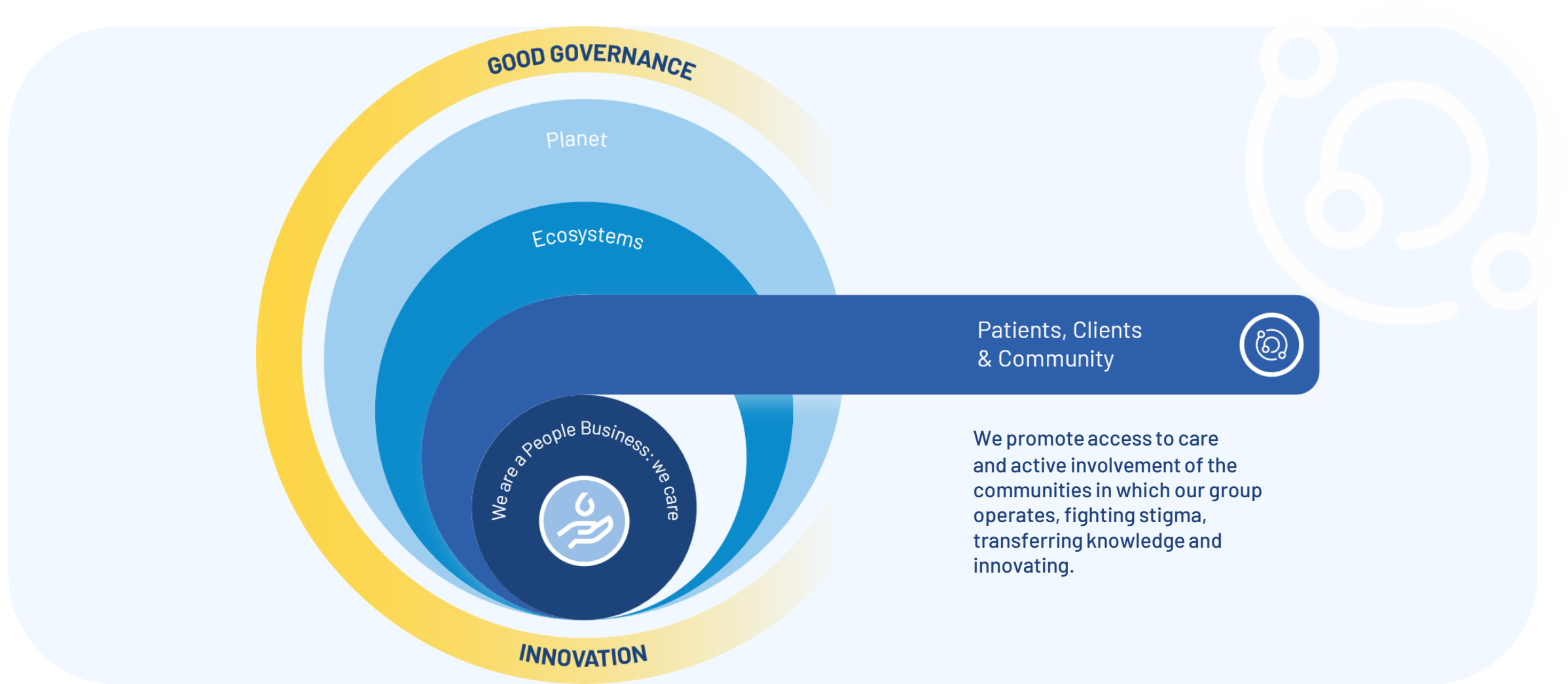


We are a **People Business:**  
we care



We are committed to maintaining a safe and inclusive workplace where everyone feels valued, has the opportunity to grow and can fully unlock own potential.

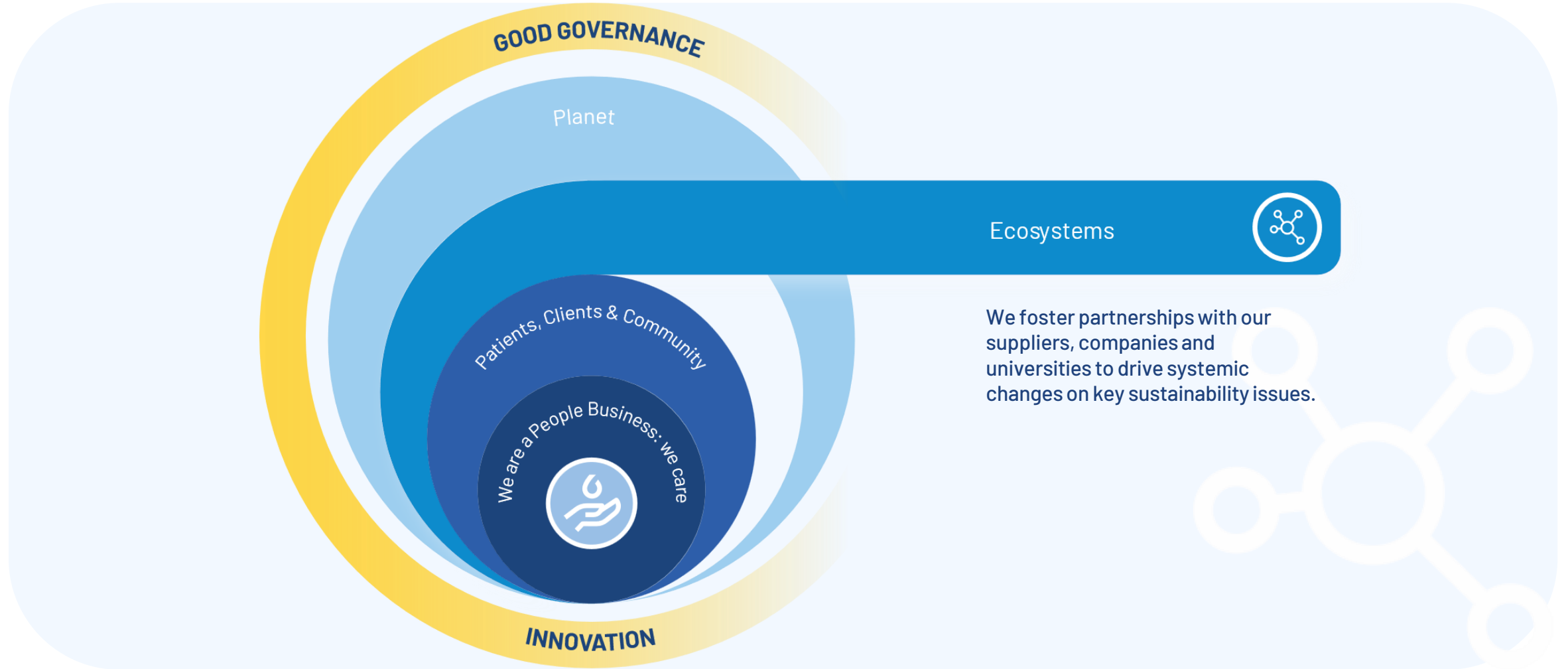
# ESG PLAN



Patients, Clients  
& Community

We promote access to care and active involvement of the communities in which our group operates, fighting stigma, transferring knowledge and innovating.

# ESG PLAN

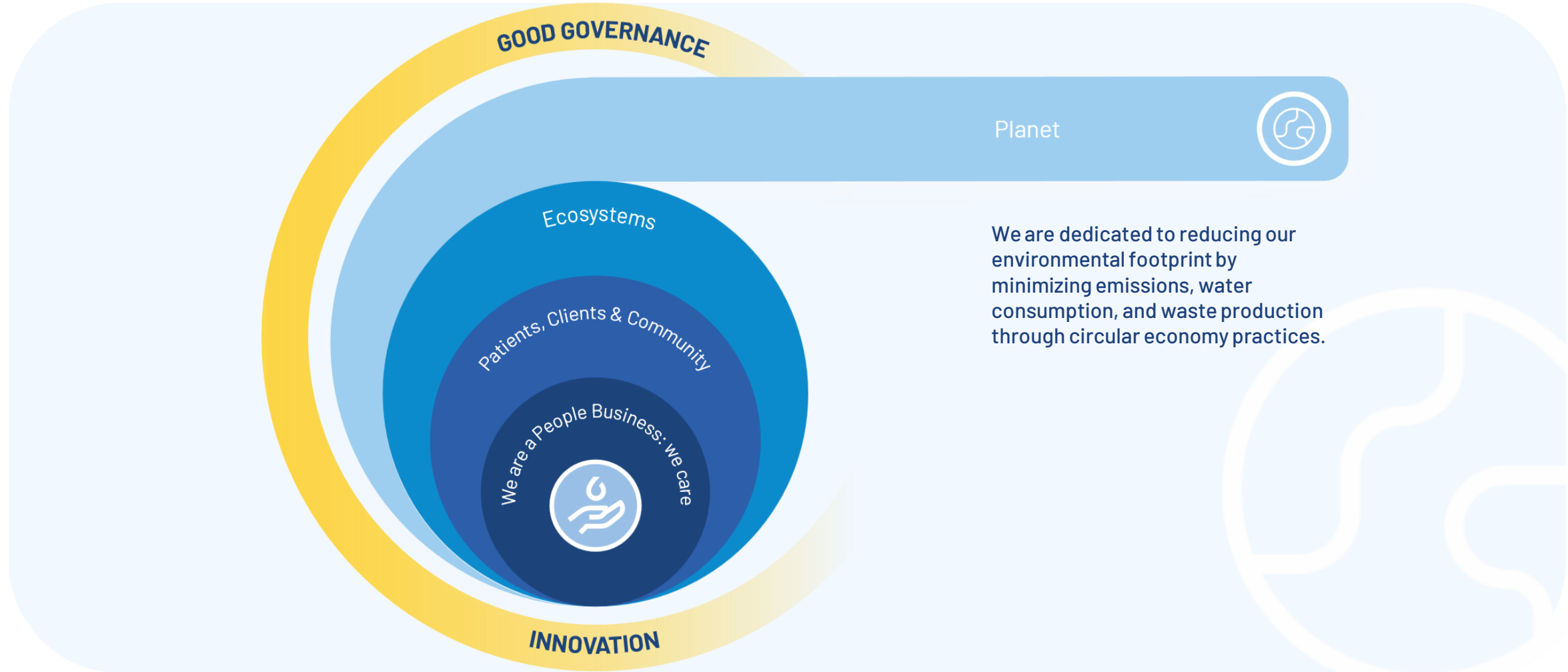


Ecosystems



We foster partnerships with our suppliers, companies and universities to drive systemic changes on key sustainability issues.

# ESG PLAN

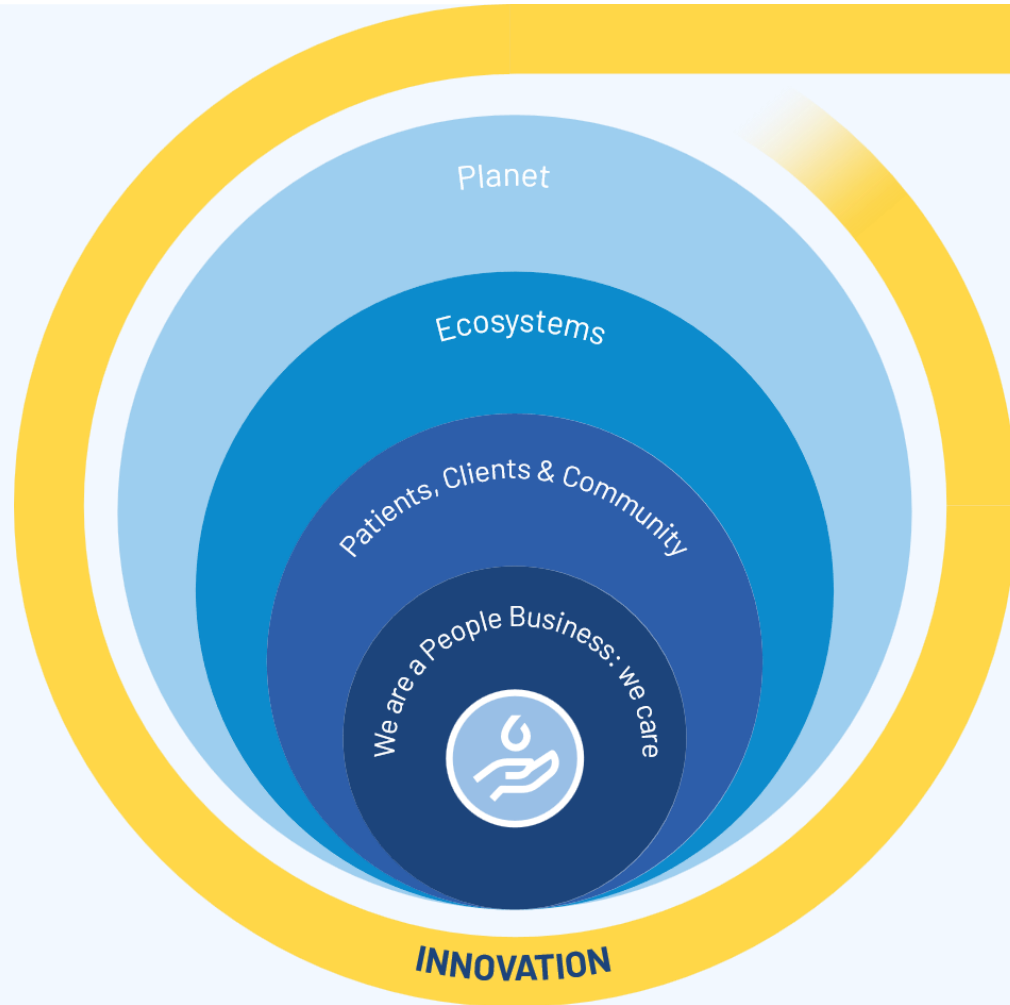


Planet



We are dedicated to reducing our environmental footprint by minimizing emissions, water consumption, and waste production through circular economy practices.

# ESG PLAN

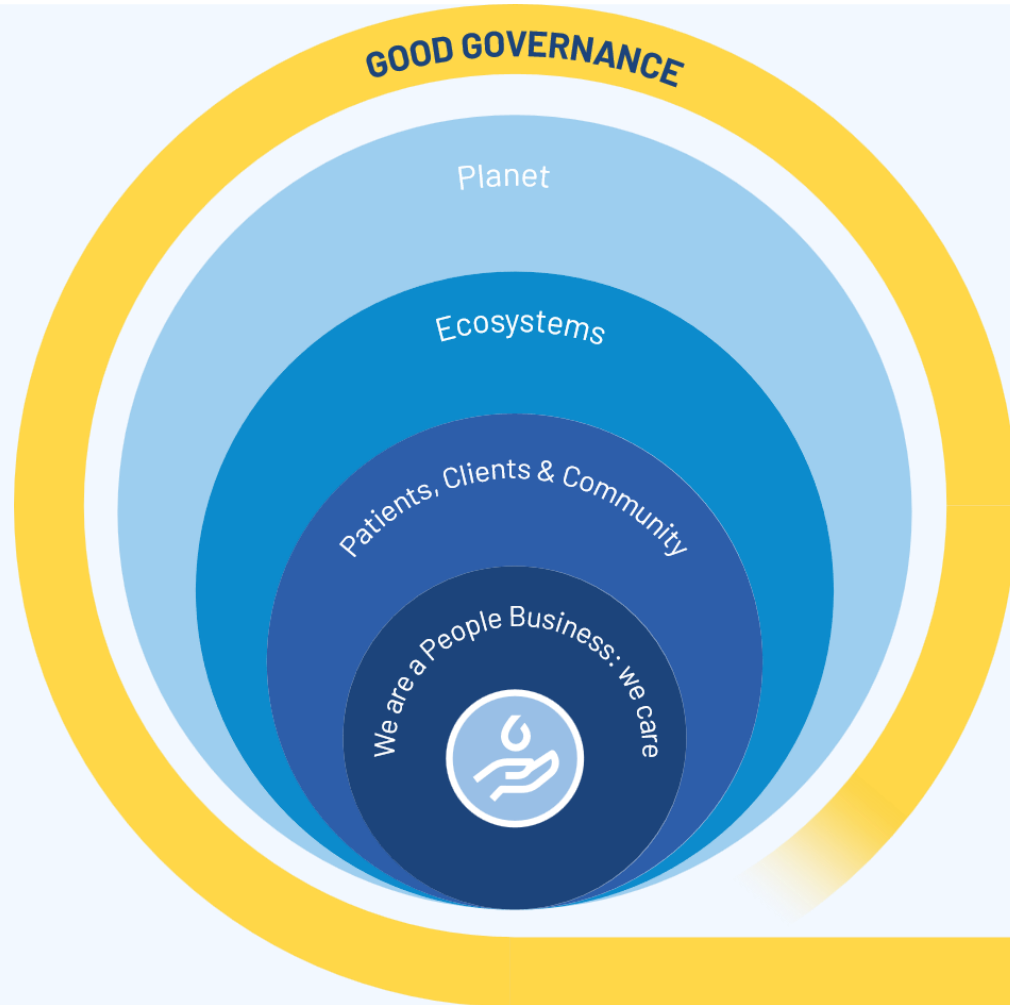


## GOOD GOVERNANCE

The principles of ethics and ethical governance are the foundation of Group business processes, serving as essential elements in achieving the goals of our Sustainability Plan.



# ESG PLAN



We promote the development and implementation of innovative solutions, believing that innovation could be an accelerator in the implementation of the Sustainability Plan.

# ESG PLAN 24-26 | 14 flagship targets

	2024	2025	2026	2030
<b>(OUR) PEOPLE</b> 	<b>Wellbeing:</b> Engagement rate ≥ 75 <sup>1</sup> <b>H&amp;S:</b> Zero serious injuries ambition for own employees <sup>2</sup> <b>Development:</b> Training hours/employee > European sector average	<b>Inclusion:</b> Achieve certification UNI/PdR 125:2022 on gender equality <sup>3</sup> <b>Incentives</b> (cross): 100% N-1 and N-2 MBOs linked to ESG indicators <sup>4</sup>	<b>Local Communities and Ecosystem:</b> Be a recognized partner to promote transition to future skills and contribute to closing the knowledge gap in the Italian system	
<b>PATIENTS, CLIENTS &amp; COMMUNITY</b> 		<b>Local Communities:</b> +20% each year of employees volunteering for local communities	<b>Health awareness and access to care:</b> Be an accelerator of awareness & de-stigmatization to unlock access to care	
<b>ECOSYSTEMS</b> 			<b>Partner with value chain:</b> >90% strategic suppliers covered by Code of Conduct <b>Embed responsible procurement:</b> >90% strategic suppliers assessed on ESG criteria (by 2027)	
<b>PLANET</b> 		<b>Climate :</b> 100% renewable purchased electricity <b>(Italy)</b>	<b>100% renewable purchased electricity (Group)</b>	<b>Climate:</b> Reduce GHG emissions in line with Paris agreement (Group carbon footprint baseline finalized in 2024) <b>Waste &amp; circularity:</b> -90% industrial waste to landfill <b>Waste &amp; circularity:</b> 100% new products rolled out with EcoDesign considerations

1. Range 0-100

2. As defined by INAIL

3. UNI/PDR 125:2022 Certification on gender equality for the Group's companies operating in primary businesses and with more than 400 employees

4. ESG-linked MBOs for N-1 and N-2 managers responsible for Functions impacted by Sustainability aspects and/or who can provide specific contribution to the company's ESG strategy



**Angelini**  
Industries

Industry of care